

The Landmark Trust Pay Gap Data 2023

Landmark's legal obligations

The Landmark Trust is a UK registered charity with over 250 employees and is therefore legally required to publish data about its pay gap.

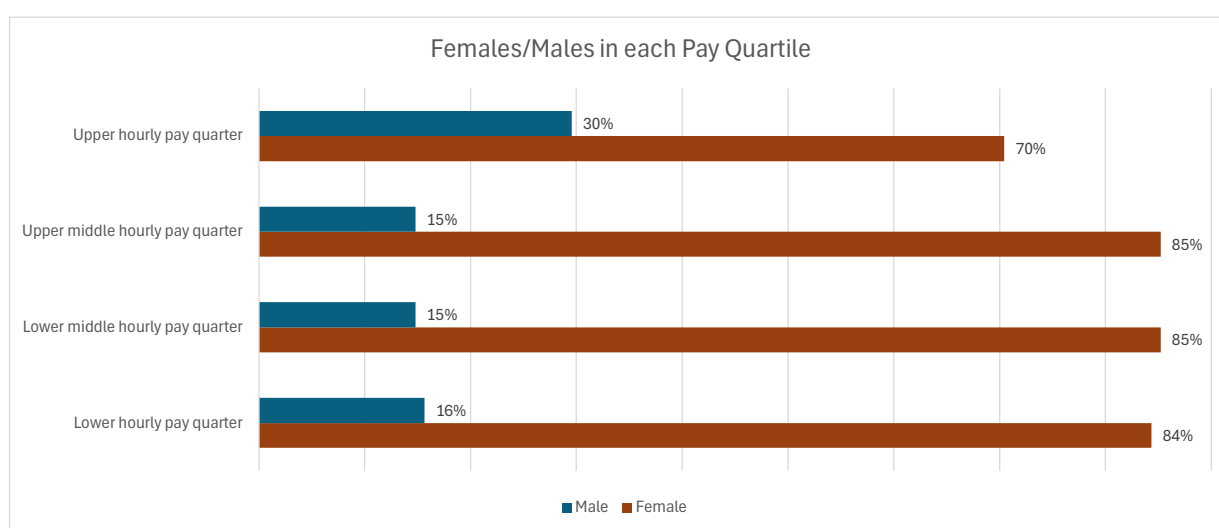
The below data is a snap shot as of 5th April 2023 and includes:

- Mean gender pay gap
- Median gender pay gap
- Proportion of male and female employees in each pay quartile

What is Landmark's gender pay gap ?

Our mean gender pay gap is 11.5%

Our median gender pay gap is 0%



What do these figures mean ?

The Landmark Trust employs significantly more women than men throughout all levels of the organisation with women occupying more of both the highest and the lowest earning positions.

Landmark's gender pay gap is nil using a median calculation and 11.5% using a mean calculation.

In comparison to our 2022 report our mean gender pay gap has increased from 8.8% to 11.5% and our median gender pay gap has stayed the same at 0%, indicating that the number of men occupying higher paid positions has increased year on year. 80% of our total employees are housekeepers; they earn at the lowest end of our pay scale and over 82% of them are women. It is the ratio of women to men in our housekeeper positions which drives our mean gender pay gap. Whilst we understand that our gender balance in lower paid roles is indicative of a wider national trend, we welcome and encourage the inclusion of more men into our housekeeping team.

This data has been prepared in accordance with The Equality Act 2010 (Gender pay gap information) Regulations 2017

Dr Anna Keay
Director of The Landmark Trust